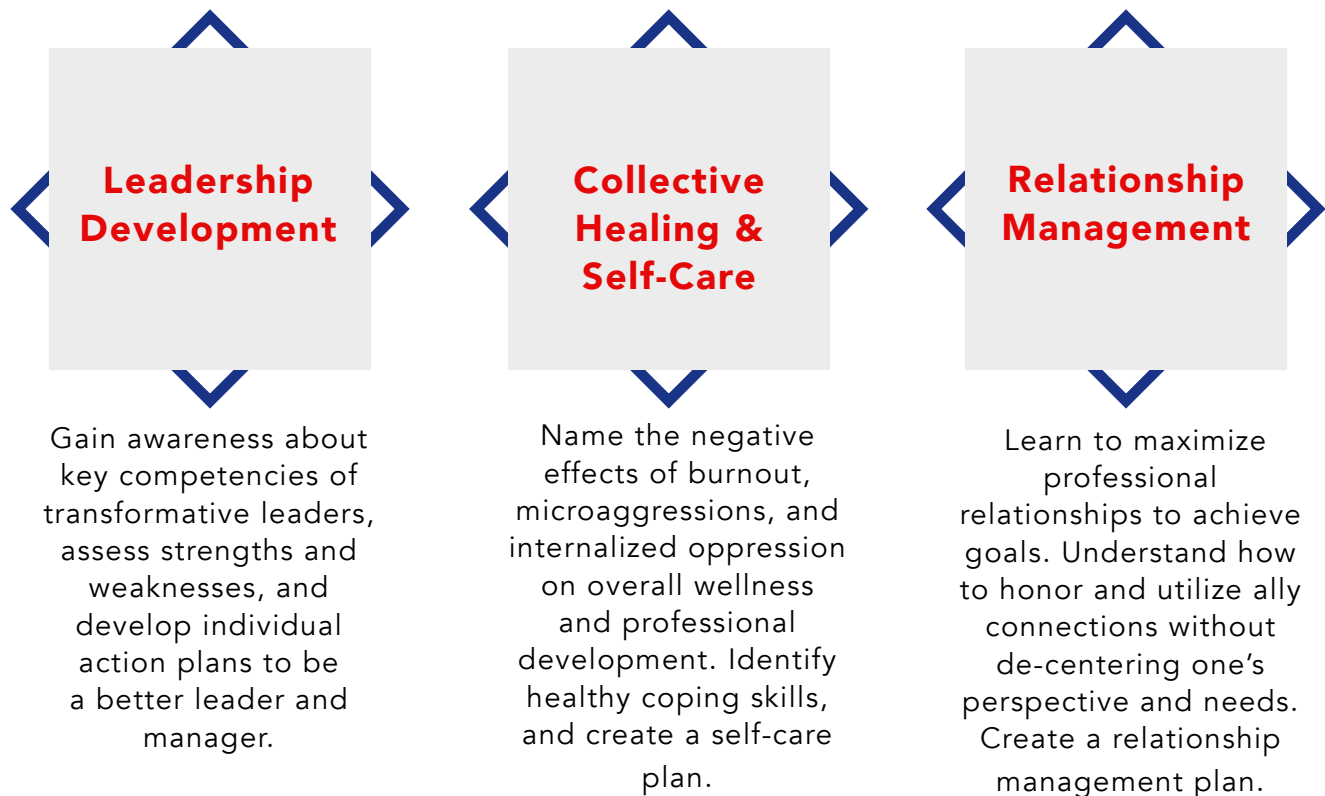


# Black Woman Leading

A Knights Consulting LLC program

BLACK WOMAN LEADING™ is a 13-week virtual small group learning experience to help Black women leaders and managers learn, heal, and grow in their leadership capacity.

## CORE PROGRAM FOCUS AREAS



## THE CASE FOR BLACK WOMAN LEADING™

Black women sit at the intersection of gender and race bias in the workplace. The State of Black Women in Corporate America report indicates that Black women are having the worst experience of all at work (Lean In, McKinsey & Company 2020). This manifests as being underpaid, being underrepresented in leadership roles, and experiencing discrimination, amongst other obstacles. Despite this, the research indicates that Black women are still motivated to seek higher leadership roles in their organizations. The data clearly supports the need for unique responses to address the unique needs of Black women in the workplace. BLACK WOMAN LEADING™ is a timely response to address these issues, and supports organizations' efforts to promote diversity, inclusion, and equity in the workplace.



# Core Program Components

**1** Program playbook with preparation exercises

**6** Three individual coaching sessions per participant

**2** DISC Leader assessments and individual report

**7** Access to learning vault of on-demand trainings on core leadership competencies

**3** Group kick-off orientation session

**8** Participant deliverables: leadership development, self-care, and relationship management plans

**4** Three live group learning sessions

**9** Assigned peer growth partner to provide additional accountability and support

**5** Three live group mastermind sessions

**10** Community events and private Slack workspace to stay connected during the program

# Additional Services

## INTERNAL ROUND TABLE

Useful as a precursor to the BLACK WOMAN LEADING™ program or as a stand alone initiative; the internal round table is a facilitated discussion with key Black women leaders and managers within the organization to share experiences and brainstorm solutions to increase engagement, feelings of belonging, and professional advancement. Includes strategic debrief presentation and recommendations report for senior leadership.

## KEYNOTE SPEAKING

### ***Black Woman at Work: Cultivating resilience, collective healing, and self-care***

*\*Suitable for individual contributors & leaders. Customized topics also available.*

In this session, Laura walks participants through her signature ACE framework to support personal wellness and effective job performance. She exposes the common “behind-the-scenes” challenges of Black women in the workplace, and provides actionable strategies to help participants speak their truth, develop healthy coping skills, and create an actionable self-care plan that addresses their personal wellness needs. Participants will walk away feeling seen, heard, and empowered for the next leg of their professional journey. After the session, participants will receive a resource packet with a template to create their own self-care plan.



**Laura Knights, LCSW**  
**CEO of Knights Consulting**

## **ABOUT KNIGHTS CONSULTING**

Knights Consulting LLC is a leadership and team development consultancy that provides customized training and coaching programs to create more confident leaders and high performing teams. With 20+ years of experience delivering the full life-cycle of training and employee development services, our programs have touched leaders in different industries all over the world. Visit us online at [www.knightsconsultinggroup.com](http://www.knightsconsultinggroup.com).

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